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**From:** Connolly, Grace (DPH)  
**Sent:** Friday, December 23, 2011 5:28 PM  
**To:** Stiles, Tracy (DPH); Caloggero, Dina (DPH)  
**Cc:** Nassif, Julianne (DPH)  
**Subject:** Re: Staff Working on 12/26/11

My parents are coming tonight and staying for many days. Maybe I'll see if Cheryl needs help on Monday.

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**From:** Stiles, Tracy (DPH)  
**Sent:** Friday, December 23, 2011 05:20 PM  
**To:** Caloggero, Dina (DPH)  
**Cc:** Connolly, Grace (DPH); Nassif, Julianne (DPH)  
**Subject:** Re: Staff Working on 12/26/11

When Cheryl asked if she could work she told me she'd like to do it for time. I reminded her to use the time within 60 days.

Sent from my iPhone

On Dec 23, 2011, at 5:18 PM, "Caloggero, Dina (DPH)" <[Dina.Caloggero@MassMail.State.MA.US](mailto:Dina.Caloggero@MassMail.State.MA.US)> wrote:

I don't think the Cheryl spoke to Jill

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**From:** Caloggero, Dina (DPH)  
**Sent:** Friday, December 23, 2011 5:18 PM  
**To:** Connolly, Grace (DPH); Nassif, Julianne (DPH); Stiles, Tracy (DPH)  
**Subject:** RE: Staff Working on 12/26/11

Spoke to Tracy. Cheryl Gauthier is coming in on Monday to read plates.

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**From:** Connolly, Grace (DPH)  
**Sent:** Friday, December 23, 2011 5:16 PM  
**To:** Caloggero, Dina (DPH); Nassif, Julianne (DPH); Stiles, Tracy (DPH)  
**Subject:** Re: Staff Working on 12/26/11

Is anyone scheduled to work?

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**From:** Caloggero, Dina (DPH)  
**Sent:** Friday, December 23, 2011 03:26 PM  
**To:** Nassif, Julianne (DPH); Stiles, Tracy (DPH); Connolly, Grace (DPH)  
**Subject:** FW: Staff Working on 12/26/11

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**From:** Clemmer, Jill (DPH)  
**Sent:** Friday, December 23, 2011 2:49 PM  
**To:** Elvin, Paul (DPH); Hennigan, Scott (DPH); Konomi, Raimond (DPH); Gauthier, Cheryl (DPH);

Belanger, Peter (DPH); Rubin, Alan (DPH); Salemi, Charles (DPH); Borne, Alan (DPH)

**Cc:** Borne, Deborah (DPH); Han, Linda (DPH); Caloggero, Dina (DPH)

**Subject:** FW: Staff Working on 12/26/11

FYI, please inform your staff of their option to choose a days pay or a compensatory day within 60 days if they are required to work on the 12/26/11 holiday. Thank you.

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**From:** Caloggero, Dina (DPH)

**Sent:** Friday, December 23, 2011 11:51 AM

**To:** King, Karen (EHS)

**Cc:** Clemmer, Jill (DPH); Han, Linda (DPH)

**Subject:** RE: Staff Working on 12/26/11

Hi Karen,

Can you respond to this? My understanding is that the provisions outlined in section 10.5 will be implemented.

Thanks...Dina

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**From:** Clemmer, Jill (DPH)

**Sent:** Friday, December 23, 2011 11:29 AM

**To:** Caloggero, Dina (DPH)

**Subject:** FW: Staff Working on 12/26/11

Hi Dina –

I sent this to Linda without much lead-time... Since she's out, can you give it a look and reply?

Thank you!

MERRY MERRY,  
Jill

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**From:** Clemmer, Jill (DPH)

**Sent:** Friday, December 23, 2011 7:52 AM

**To:** Han, Linda (DPH)

**Subject:** Staff Working on 12/26/11

Hi Linda –

I've heard that some of our laboratories will have mandatory staffing on the Christmas Holiday, 12/26/11. I trust that the options of a days pay or a compensatory day off within 60days are being offered to these employees – can you confirm that the options have been communicated? The MOSES contract excerpt covering Holiday pay is listed below for reference, I believe that section10.5 is relevant. Please let me know if I can assist with communicating this to the laboratories that will be staffed that day, or if you have any contract questions.

Thanks,

Jill

MOSES Contract Holiday Pay Sections:

### Section 10.3

When a holiday occurs on the regular scheduled workday of an employee, he/she, if not required to work that day, shall be entitled to receive his/her regular day's pay for such holiday.

### Section 10.4

When a holiday occurs on a day that is not an employee's regular workday, if the employee's usual workweek is five or more days, he/she at the option of the Employer shall receive pay for one day at his/her regular rate or one compensatory day off with pay within sixty days following the holiday to be taken at a time requested by the employee and approved by the agency head.

### Section 10.5

Notwithstanding any other contract provisions, an employee who is required to work his/her regular shift on a holiday (and the employee was not otherwise scheduled to work said holiday), shall be entitled to elect, for the first five times per calendar that such occurs to receive either: (a) one day's pay in addition to regular pay for compensation for working on the holiday; or (b) a compensatory day off with pay within sixty days following the holiday to be taken at a time requested by the employee and approved by the agency head or if a compensatory day cannot be granted by the agency/department because of a shortage of personnel or other reasons then he/she shall be entitled to pay for one day at his/her regular rate of pay in addition to pay for the holiday worked.

Once five such occasions per calendar year have passed, the employee shall then receive a compensatory day off with pay within sixty days following the holiday to be taken at a time requested by the employee and approved by the agency head or if a compensatory day cannot be granted by the agency/department because of a shortage of personnel or other reasons then he/she shall be entitled to pay for one day at his/her regular rate of pay in addition to pay for the holiday worked.